

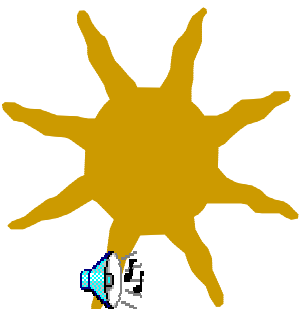
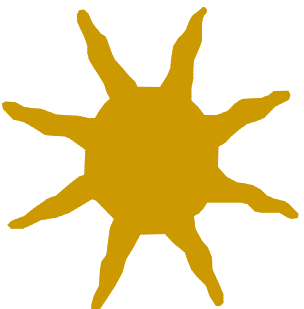
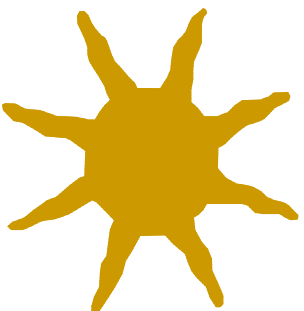


# *A Collaborative Process for Professional Development in Arizona*

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*PRESENTED BY*

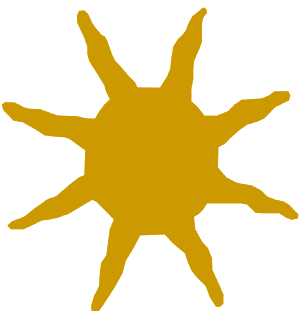
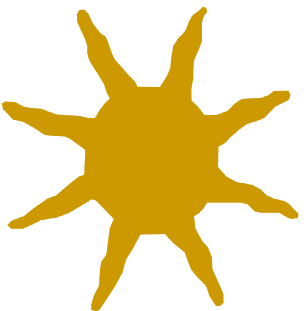
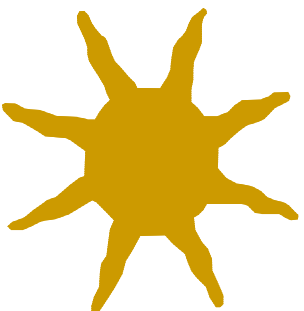
*Arizona Professional Development  
Leadership Academy (AZPDLA)*





*January 14–15, 2002*

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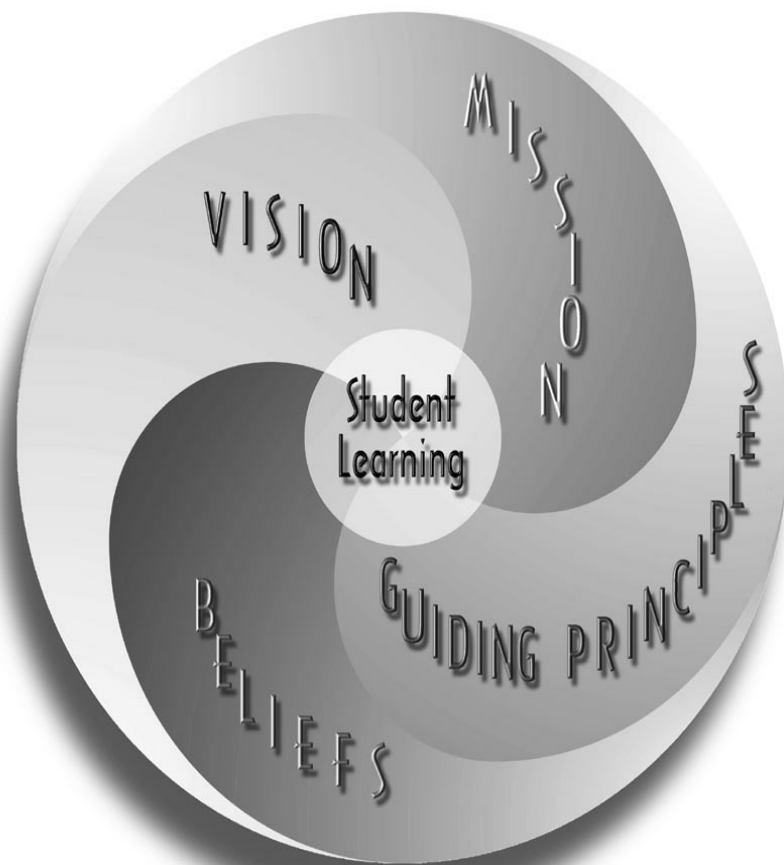
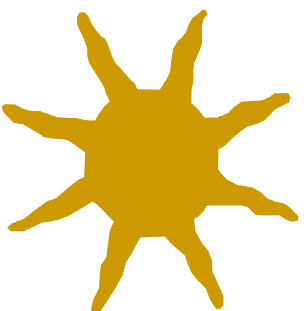
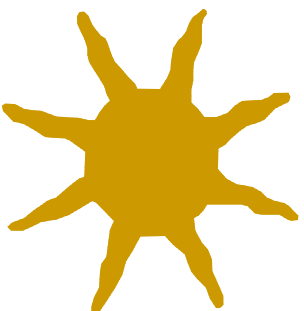
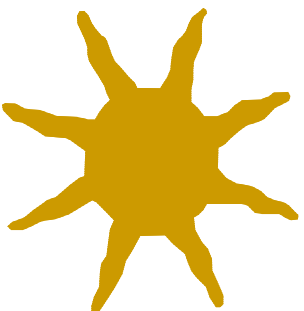


*Statewide Professional  
Development Systems:  
An Outcome-based  
Cost-effective Approach*



# *The Arizona Professional Development Leadership Academy*

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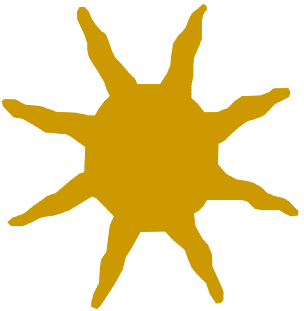


*Represents the quest for comprehensive and systemic change across state and local education agencies as well as institutions of higher education.*

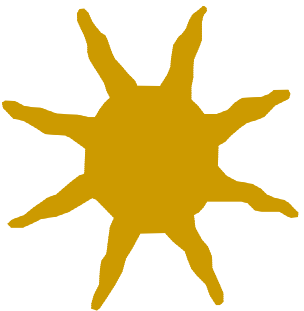


# *Key Findings*

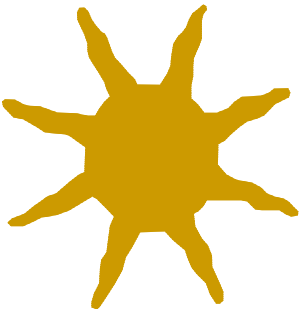
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★ *Strategic planning is essential.*



★ *Organizations and systems change only when leaders model personal growth and change (Quinn, 1996).*



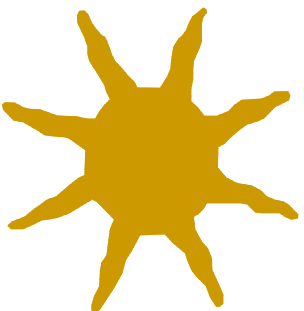
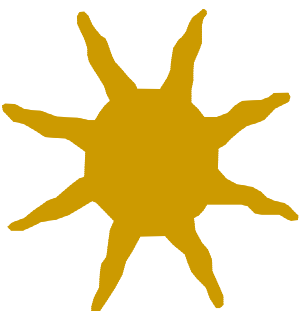
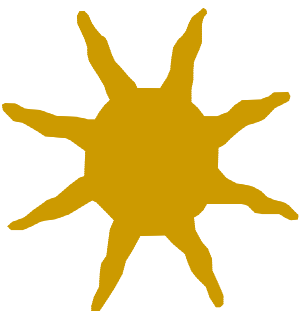
★ *Comprehensive professional development is essential to improving student learning.*

★ *Change in leadership and support of personnel is essential to achieve a new vision for professional development.*



# *Arizona Professional Development Leadership Academy*

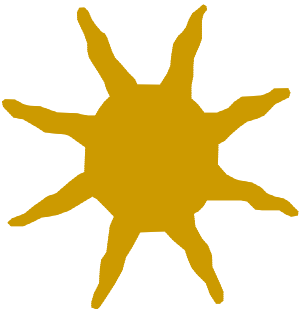
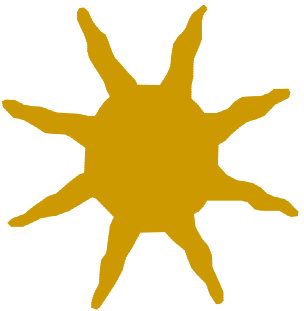
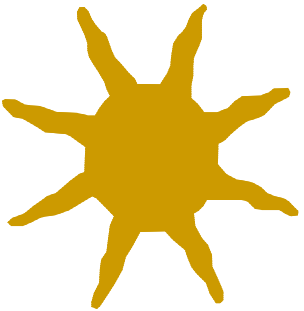
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# *Organizational Change*

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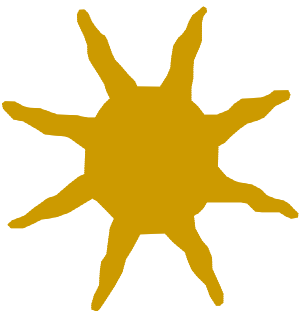
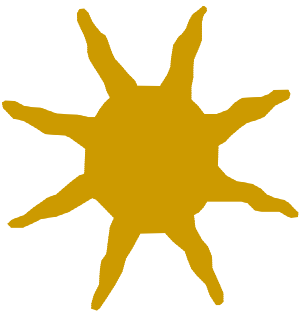
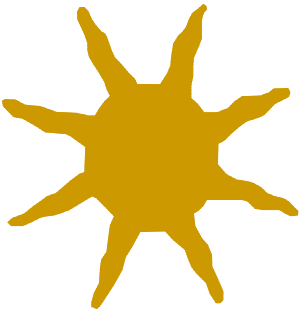


*The process of building, within an organization, the capacity to receive, contain or accommodate infinite amounts of knowledge, skills and experiences, learn from them and apply them to the next learning opportunity.*



# *Leadership*

---

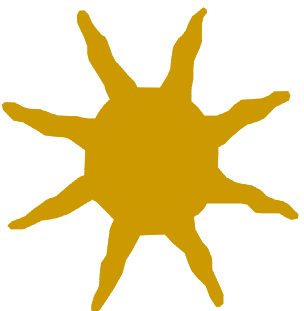
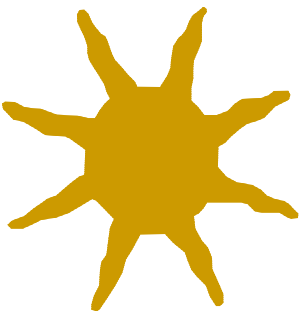
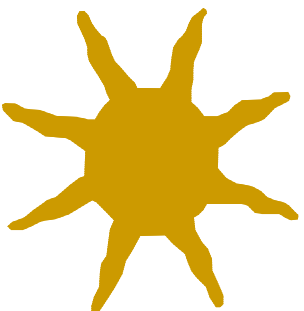


*The catalyst that ensures the achievement of desired outcomes for individuals, organizations and the systems that connect organizations to the larger society.*



# *Collaborative Partnerships*

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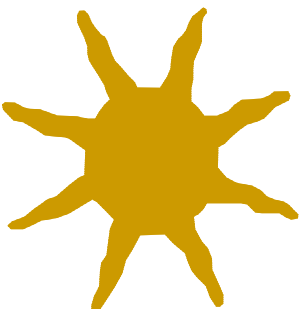
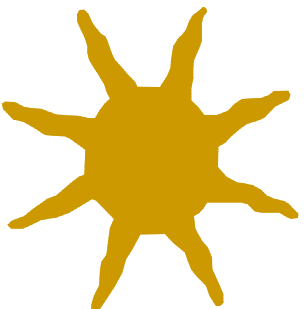
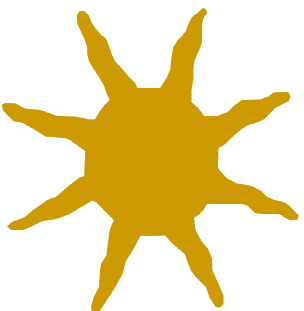
*... a deliberate process of shared, committed leadership working toward mutually defined goals to continuously improve the preparation of professionals working in the education system.*





# *Systems of Accountability*

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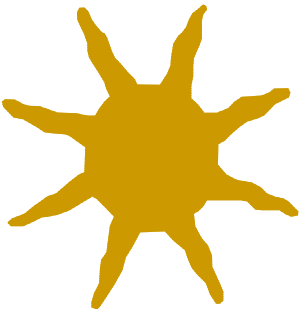
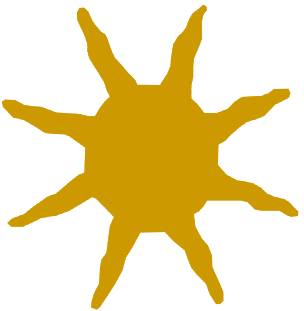
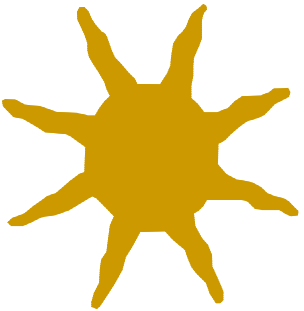


***The systematic collection,  
analysis and use of  
information to hold schools,  
educators and others  
responsible for student  
performance.***



# *Strategic Thinking*

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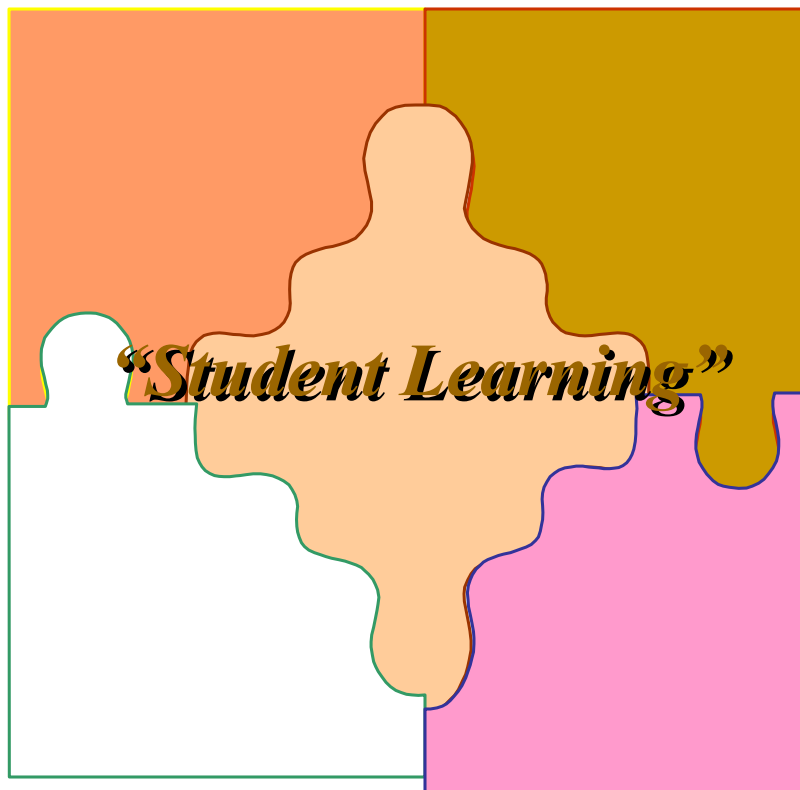
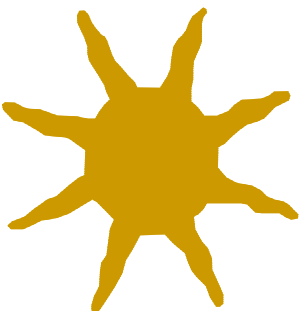
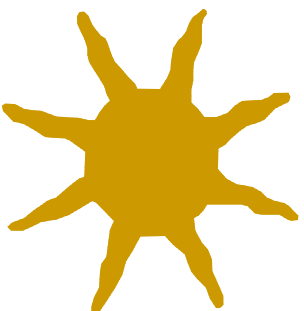
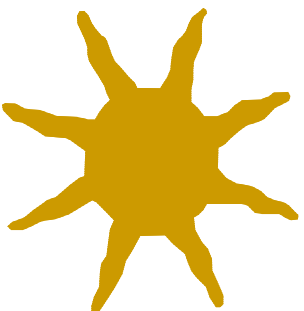


*Deliberate  
consideration of  
choices, considering all  
consequences, regarding options  
for achieving desired  
outcomes*



# *Professional Development*

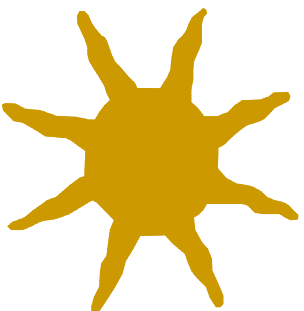
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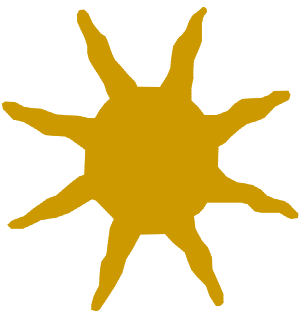
# *Professional Development Is:*

---



★ *Ongoing*

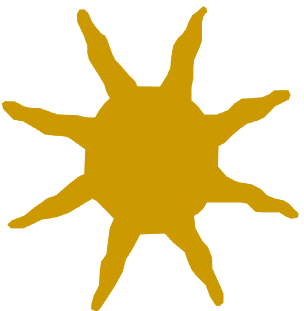
★ *Planned*



★ *Comprehensive*

★ *Collaborative*

★ *Systemic*



★ *Dynamic*

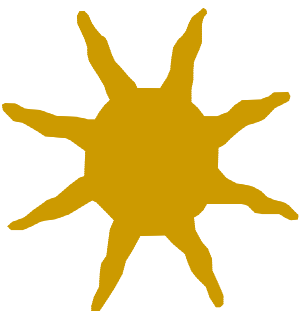
★ *Aligned with Standards*





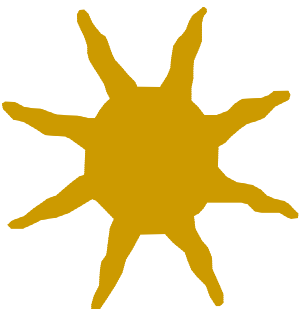
# *Professional Development Brings*

---



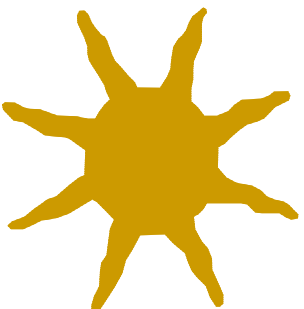
★ *Significant*

★ *Cost effective*



★ *Accountable*

★ *Goal directed change*



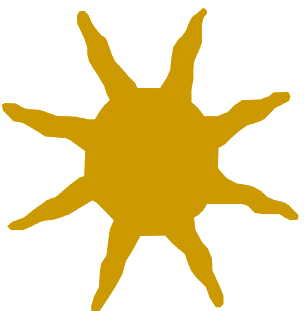
*Resulting in increased achievement  
for all learners*



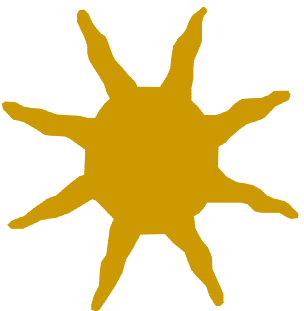


# *Arizona Professional Development Leadership Academy*

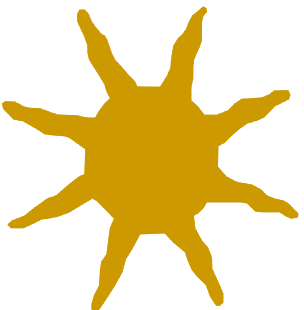
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## *Believes professional development:*



- ★ *Increases achievement for all learners*
- ★ *Utilizes research-based best practices as the foundation for curriculum and instruction*
- ★ *Meets the unique needs of the learner from birth through adult*
- ★ *Meets the specific needs of the community recognizing economic, cultural, and linguistic diversity*



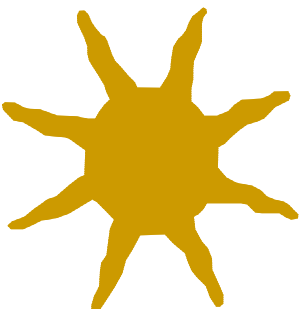
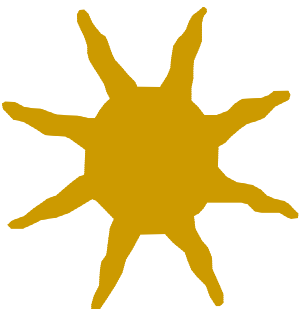
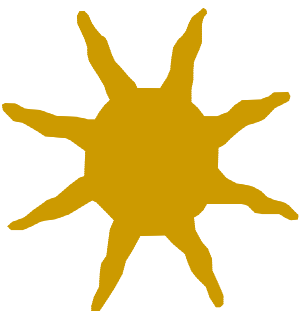


# *Arizona Professional Development Leadership Academy*

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*Believes professional development:*

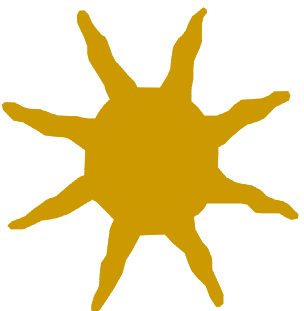
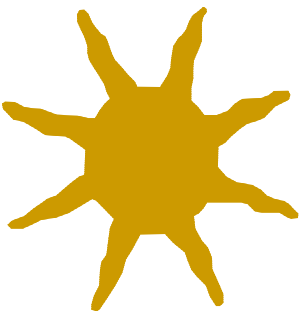
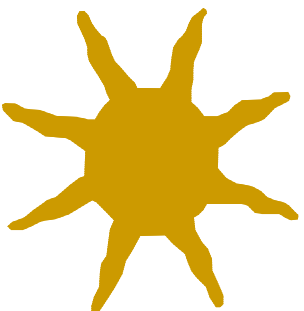
- ★ *Demonstrates accountability*
- ★ *Brings about change in individuals and leads to change in organizations*
- ★ *Evolves from organizational support and collaborative partnerships*
- ★ *Promotes leadership change*





# *Arizona Professional Development Leadership Academy Vision*

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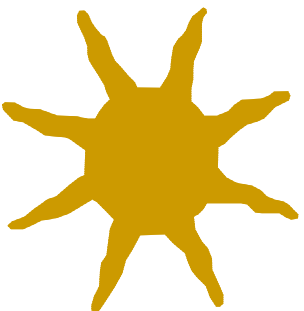
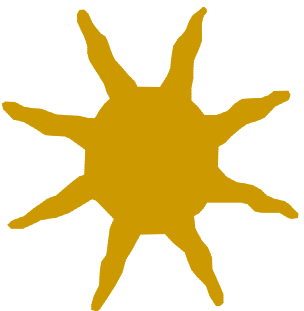
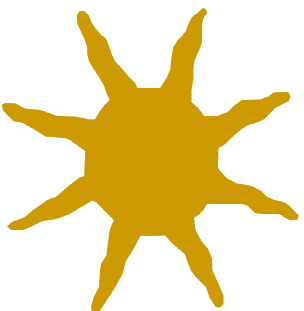
*Student learning will increase due to an integrated statewide system of professional development. . . ensuring that all learners receive an extraordinary education.*





# *Arizona Professional Development Leadership Academy Mission*

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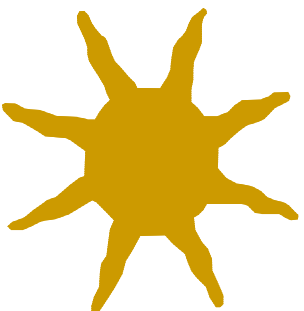


*To implement a comprehensive  
professional development plan  
which recruits, supports, and retains  
members of the educational community  
to ensure success for all students.*

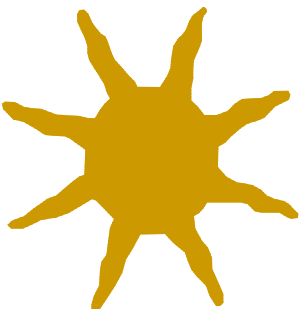


# *Arizona Professional Development Leadership Academy Guiding Principles*

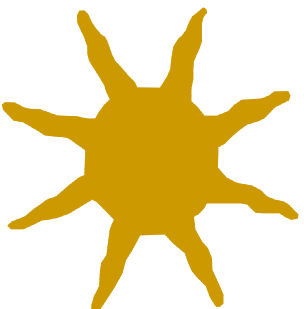
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★ *Strategic thinking*



★ *Dynamic leaders are agents for systemic change*



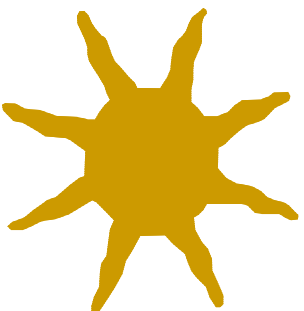
★ *Change must occur at the individual, team,  
organization, and system level*

★ *Collaborative partnerships are the essential balance  
for improved systems*

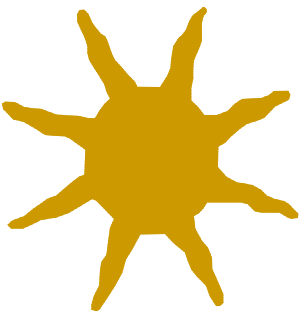


# *Arizona Professional Development Leadership Academy Guiding Principles*

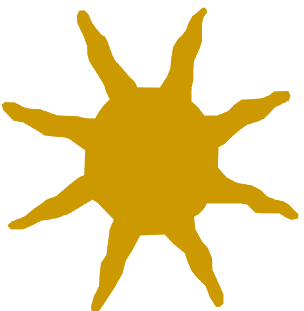
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★ *Accountability systems promote shared responsibility*



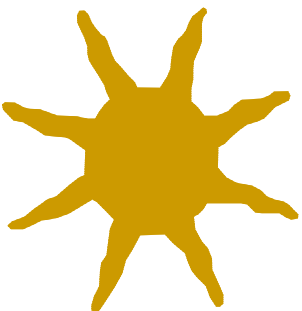
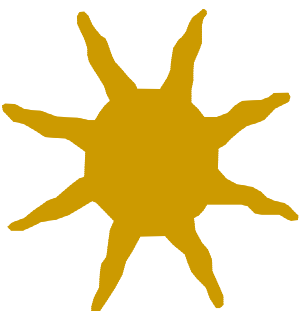
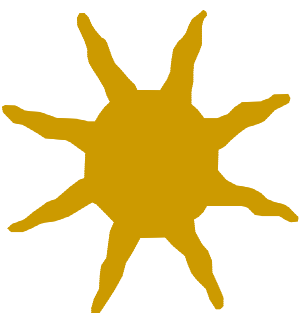
★ *Technical assistance is essential*




★ *Ongoing efforts must build capacity of the existing local, state and higher education agencies*



# *Public Education Accountability*

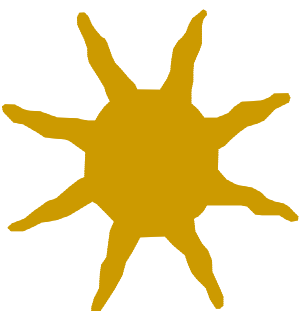
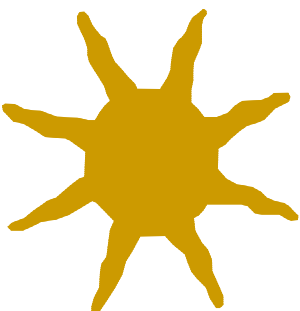
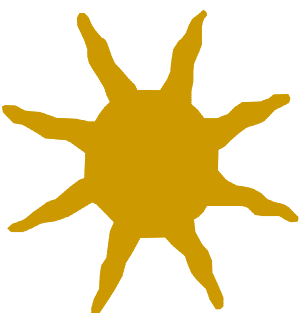


<i>Increased Public Awareness</i>	<i>Transition School to Work</i>	<i>Parental Choice</i>
<i>Life Long Learning</i>		<i>MAP</i>
<i>Six Traits Application</i>	<i>AIMS</i>	<i>Legislative Mandates</i>

*Standards for Student Achievement*

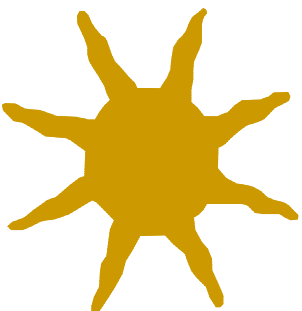


## *The AZPDLA Team Statewide*

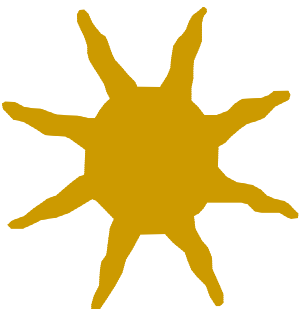




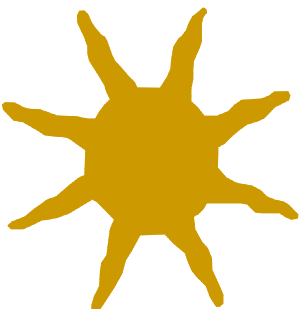
# *The AZPDLA Team*

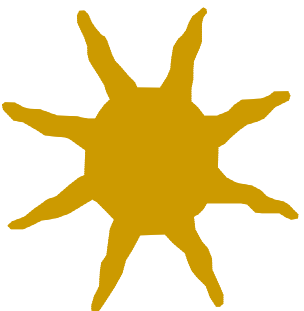
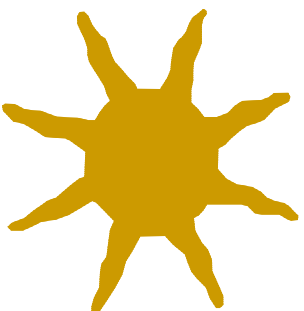
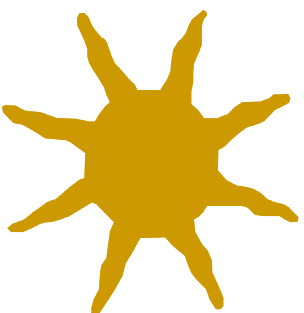


- ★ *Arizona K-12 Center*
- ★ *Teachers*
- ★ *Parents*
- ★ *Arizona Board of Regents*
- ★ *County School Office  
Education Services  
Coordinator*
- ★ *School Boards' Association*
- ★ *Teachers' Association*
- ★ *Professors*
- ★ *Charter School Director*
- ★ *Higher Education  
Administrators*



- ★ *District Superintendents*
- ★ *Arizona Department of  
Education Division Directors*
- ★ *Professional Development  
Specialist*
- ★ *Curriculum Director*
- ★ *Adult and Family Literacy  
Specialist*
- ★ *Special Education Director*
- ★ *Career & Technical  
Education Specialist*
- ★ *Parent Information Specialist*

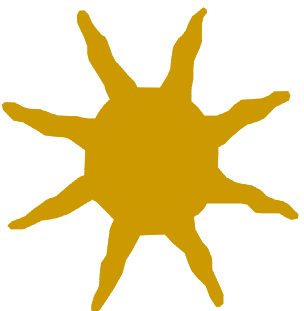
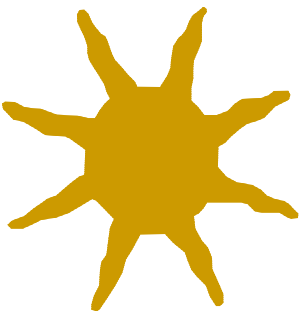
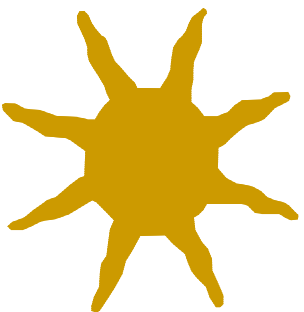






# *Abstract*

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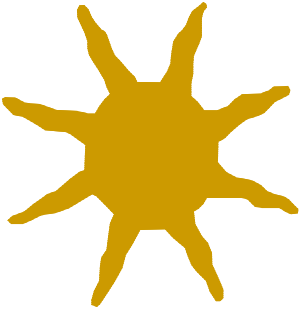
*Your state can utilize an  
outcome based, cost-effective  
approach to planning a  
statewide comprehensive system  
of professional development*



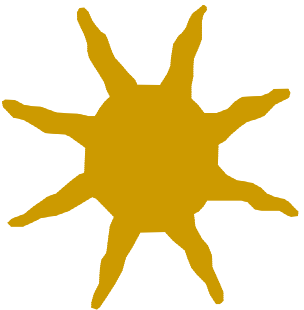


# *Role of the Associates*

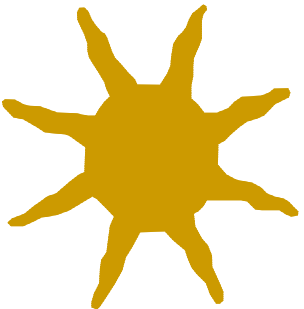
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- *Become an expert on the Academy curriculum*
- *Develop and present information about the academy and professional development*



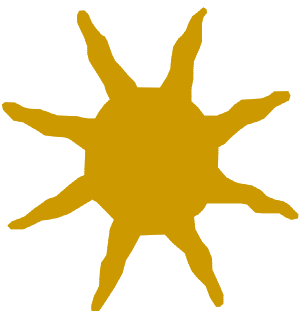
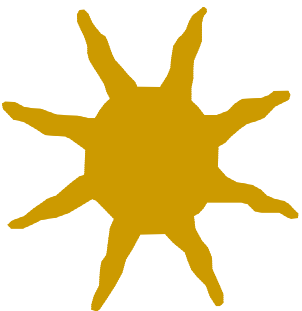
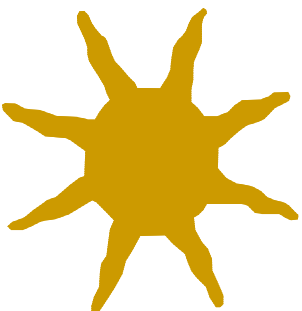
- *Guide the work of the Academy Team Members*
- *Mentor new team members*



- *Coordinate activities with other states initiatives*



# *Accountability for Professional Development*



123456789101112

*QUANTITY*

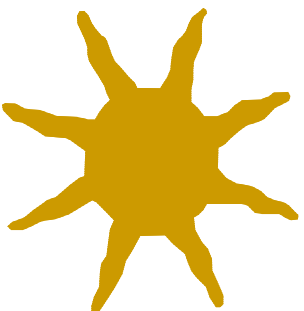
*QUALITY*

<i>What we do? #</i>	<i>How well we do it? #</i>
<i>Is anyone better off? %</i>	<i>Is anyone better off? %</i>

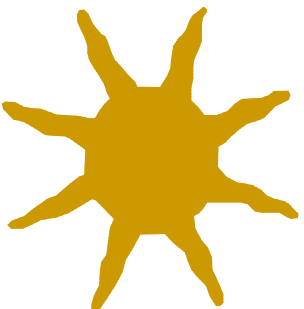


# *How We Help Local Schools*

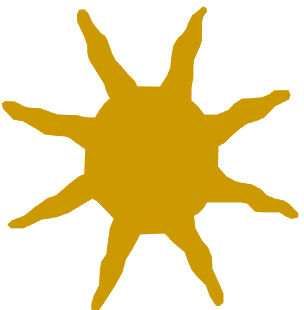
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- *Developed a common language in regards to professional development*
- *Developed and distribute the PD Checklist*

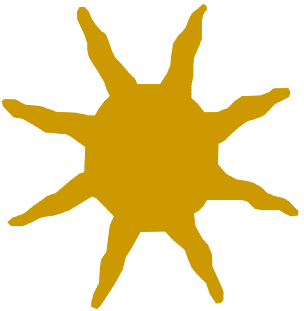


- *Knowledge about promising practices in professional development*
- *Opportunity to participate in developing a statewide system*
- *Educated them on legislative initiatives regarding strategies to recruit and retain teachers*

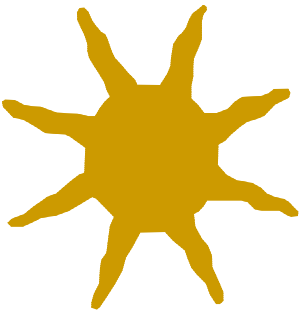




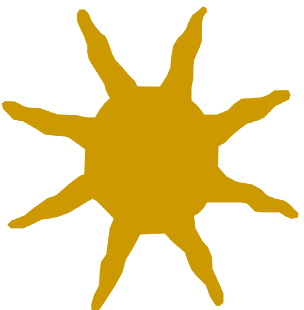
# *AZPDLA's Planning Model*



- ✓ *January 2000: Stakeholders Focus Groups*  
*Academy team NASDSE training*  
*Administrative Support Coordinator Hired*



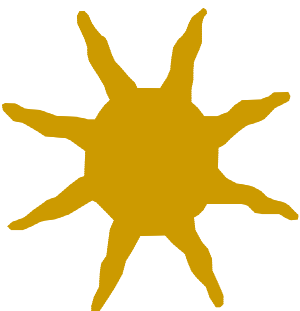
- ✓ *March 2000: Academy Team met to Develop Governing Statements*



- ✓ *May 2000: Teacher Survey Administered*  
*Academy Team adds Additional Members*
- ✓ *June 2000: AZPDLA Team Logic Model and Plan of Action*
- ✓ *August 2000: Informational (Marketing) Materials Developed*
- ✓ *October 2000: Presentation to Arizona Director's Institute*
- ✓ *October 2000: AZPDLA Team forms functional work group*  
*Friedman Accountability Seminar*  
*Academy Team adds Additional Members*



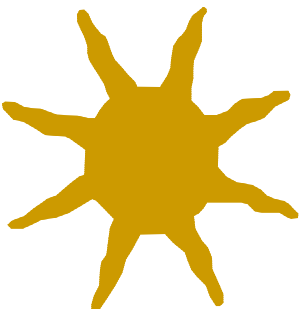
# *AZPDLA's Planning Model*



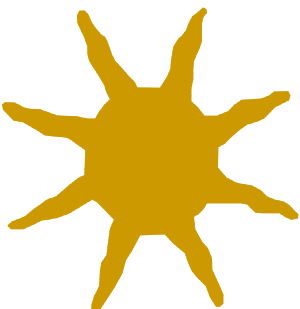
✓ *November 2000: Presentation to ADE Mega Conference  
Teacher Survey Administered*

✓ *December 2000: Presentation to ASBA/ASA Conference*

✓ *January 2001: Focus Groups Reconvene*



*Academy Team formalizes Recruitment Process  
Associates met with other project states to discuss logic  
model vs Friedman's accountability system  
Associates developed accountability system for  
Academy Team Members*



✓ *March 2001: Academy Team adds Additional Members*

*Academy orients New Team Members  
Academy meets to discuss products needed for the field  
Academy members worked on an accountability model*